

EMPLOYMENT OPPORTUNITY ANNOUNCEMENT

DEPARTMENTS OF THE ARMY AND AIR FORCE
OFFICE OF THE ADJUTANT GENERAL
NORTH CAROLINA NATIONAL GUARD
HUMAN RESOURCES MANAGEMENT OFFICE
4105 REEDY CREEK ROAD
RALEIGH, NORTH CAROLINA 27607-6410

ANNOUNCEMENT #: ARNGT 08-20

OPENING DATE: 18 January 2008

CLOSING DATE: 19 February 2008

ANTICIPATED FILL DATE: 23 Mar 08

POSITION TITLE AND NUMBER

Supervisory Aircraft Pilot
MD # 4141-10L, R9008000

UNIT/ACTIVITY AND DUTY LOCATION

Army Aviation Support Facility #1, (AASF #1)
NCARNG, Morrisville, North Carolina

GRADE AND SALARY (Includes Locality Pay of 16.82%)

GS-2181-14 \$94,733.00 - \$123,152.00 per annum

EMPLOYMENT STATUS

Excepted Service

WHO CAN APPLY: The area of consideration for this announcement is NATIONWIDE. Applications will only be accepted from current Excepted employees of the North Carolina National Guard, current military members of the North Carolina National Guard and individuals who are eligible and willing to enlist in the North Carolina Army National Guard.

HOW TO APPLY: Interested applicants may apply by submitting an Application for Federal Employment (Standard Form 171), Optional Application for Federal Employment (Optional Form 612), resume or any other form of application. It is *required* that the Knowledge, Skills and Abilities (KSA) listed below be addressed and attached to the application. The application and KSA Statement should be mailed to the North Carolina National Guard, ATTN: JFHQ-NC-HRO, 4105 Reedy Creek Road, Raleigh, NC 27607-6410. It must be received not later than the closing date or if mailed postmarked by the closing date. **NOTE: Information that must be provided when applying for a technician position is as follows: announcement number; name; address; telephone number; social security number, date of birth; citizenship; education; work experience; and other job-related qualifications. For more information, call 1-800-621-4136 ext. 6172/6431. Faxed or E-mailed copies will not be accepted.**

QUALIFICATIONS REQUIREMENTS: Must have 36 months specialized experience which demonstrates that the applicant has acquired the below listed KSA's. The application or resume must reflect the required 36 months experience. Education may be substituted for experience when applicable and the appropriate transcripts are submitted with application. Inservice placement actions will be considered when applicable.

KNOWLEDGE, SKILLS ABILITIES (KSA's)

Below are listed the KSA's for this position. Applicants *must* address each KSA individually in paragraph format by explaining any civilian and military work experience (*with inclusive dates that reflect 36 months of specialized experience*) that provided that KSA. It is *required* that this statement be attached to the application. Failure to do so will result in the applicant not being considered for this position. For more information or assistance, call 1-800-621-4136 ext. -6172/6431.

1. Qualified as an instructor pilot in a utility, attack, or observation helicopter.
2. Knowledge of and ability to manage aviation programs.
3. Ability to provide management and supervisory directions to technicians of the Army Aviation Flight Facility and to the using aviation units.
4. Ability to manage assigned fiscal, material and personnel resources within manning and budgetary guidelines.
5. Ability to establish and supervise the maintenance and safety programs.
6. Ability to plan and supervise pilot and crewmember training programs to include the Flying Hour Program, Additional Flight Training Periods, simulator programs, and the Aircrew Training Program requirements.
7. Manages and directs the flight standardization, currency and proficiency of assigned aviators and crewmembers.
8. Ability to write reports, policies, briefings and various correspondence.

CONDITIONS OF EMPLOYMENT: 1. Occupants of this position must maintain continuous military membership in the North Carolina Army National Guard (NCARNG). NCARNG status (military grade, MTOE or TDA assignment, MOS/SSI, military unit) and experience must be entered on the application. The recommended applicant will not be approved for appointment until they occupy a compatible MOS in the NCARNG shown under Military Assignment on this announcement. 2. The applicant selected for this position will be required to participate in the Direct Deposit/Electronic Fund Transfer Program.

MILITARY ASSIGNMENT: Assignment to a compatible Officer position in the NCARNG is mandatory. (O: BR 15; 67J)

EVALUATION FACTORS USED: Personal interviews, review of application and the KSA Statement. (KSA statement will be evaluated by the Personnel Staffing Specialist to determine minimum qualifications and by the interview panel to determine the best qualified).

PRINCIPAL DUTIES AND RESPONSIBILITIES: Manages and directs the activities and functions of the AASF in support of the state which includes flight operations; proficiency training of aviators and crew members; aviation safety; and the organizational, direct support, and limited general support maintenance of all assigned aircraft. Manages assigned fiscal, material and personnel resources by determining the organizational structure within manning and budgetary restraints and guidelines and ensures that optimum use is made of all assigned resources through effective management techniques. Responsible for supporting the State ARNG aviation program and ensuring that adequate aircraft and aviators are available to accomplish assigned aviation missions. Plans work to be accomplished by the organization which consists of 3 to 12 employees engaged in substantive work and additional wage grade employees. Sets priorities and prepares schedules for completion of work. Assigns work to subordinate units based on priorities, selective consideration of difficulty and requirements of assignments, and the capabilities of employees. Prepares performance standards. Gives advice, counsel, or instruction to supervisors and subordinate employees on both work and administrative matters. Consults with subordinate supervisors and training specialist on training needs. Provides or makes provision for such development and training. Makes decisions on work problems presented by subordinate supervisors. Evaluates supervisors and reviews evaluations made by supervisors on other employees. Approves selections for nonsupervisory positions and recommends selections for supervisory positions. Hears and resolves group grievances and serious employee complaints not resolved at a lower level. Reviews serious disciplinary cases and disciplinary problems involving key employees and determines required action. Supports equal employment opportunity and labor-management relation programs. Approves/disapproves leave. Ensures efficient position management and that position descriptions of subordinates are accurate. Oversees the training operations of assigned or attached aircrew members through a subordinate supervisor. Manages and directs the standardization, currency, proficiency, safety operations, logistics and maintenance programs of the facility. Standardizes methods and procedures of flight instruction and flight proficiency for the facility and may fly with flight instructors, unit instructor pilots, and assigned aviators to assure the validity of methods and procedures employed and their conformance to Aircrew Training Manual requirements. Responsible for the planning and supervision of an extensive and comprehensive pilot and crew member training program including Additional Flight Training Period (AFTP). Oversees the aviation maintenance functions through a subordinate Supervisory Aircraft Maintenance Test Pilot and ensures maintenance of assigned and supported aircraft in accordance with established procedures. Responsible for the overall safety program for the facility. Performs other duties as assigned.

INSTRUCTIONS TO COMMANDERS/SUPERVISORS: This position vacancy announcement will be given the broadest possible dissemination. A copy of this announcement will be posted to your unit/activity bulletin board.

ADDITIONAL INSTRUCTIONS: 1. Applicants are requested to identify, on a separate sheet of paper, their race and national origin from one of the following categories; Male or Female; American Indian or Alaskan native; Asian or Pacific islander; Black, not of Hispanic origin; Hispanic; White, not of Hispanic origin. Submission of this information is voluntary and will be used in support of the NCNG Equal Employment and Affirmative Action Programs. 2. A permanent change of station (PCS) will not be authorized for individual selected for this position unless agreed upon in advance by HRO and a PCS order is prepared prior to effective date. Applicants will be advised in writing at the interview. 3. Participants in the Selected Reserve Incentive Program will be administered as prescribed by NGB Pamphlet 600-15. 4. Males born on or after 1 January 1960 must be registered with the selective service in order to be considered for federal employment.

DISTRIBUTION: A, B, C-2, G-25, H-3, J-3, K-3, M, N-12, P-9, Q, W-2, Y-2, R: HRO-1, AGAV-1, AGCS-3, DCSANG-1, DCSLOG/G4-4, DCSOI-3, DCSPER-3, FMCB-2, IG-1, SCSM-1, SRAA-1, VCSOP-1